

THE GEORGE WASHINGTON UNIVERSITY  
Washington, D. C.

MINUTES OF A REGULAR MEETING OF  
THE FACULTY SENATE HELD ON  
DECEMBER 8, 1978, IN THE FACULTY  
CONFERENCE ROOM, SIXTH FLOOR,  
LISNER HALL

1 The meeting was called to order by Provost Bright at 2:10 p.m.

Present: Provost Bright, Parliamentarian Smalls, Baker, Birnbaum, Chitwood, Claeysens, Fox, Heddesheimer, Jones, Kurtz, Loeser, McDonald, Park, Pierpont, Reesing, Schiff, Steiner, Toridis, Wallace, Wood, and Ziolkowski

Absent: President Elliott, Registrar Gebhardtshauer, Amling, Chandler, Cohn, Ginsburg, Hill, Kramer, Lessin, Liebowitz, Linton, Rashid, Robinson, Sapin, Shotel, Solomon, and Walker

2 Provost Bright called for approval of the minutes of the regular meeting of November 10, 1978, as distributed. In accordance with a request by Professor Cohn, who was unable to be present at the meeting, a correction was made on Page 6, last paragraph, fourth line from the bottom, to substitute "Ad Hoc Retirement Committee" for "Fiscal Planning and Budgeting Committee." The correction was accepted and the minutes were then approved as corrected.

3 Professor Schiff, on behalf of the Educational Policy Committee, moved adoption of Resolution 78/8, "A Resolution Concerning the Period Between the End of Classes and the Beginning of Examinations," with one minor change which was the pluralization of the word "examination" in Paragraph 1, Line 2. The motion was seconded. Professor Schiff said that the Educational Policy Committee did not wish to set specific standards for this time period because the Committee felt that different schools would have different needs for utilization of it. Professor Kurtz said it was his recollection that there was already some type of University policy which applied to this so-called "reading period." Professor Schiff responded that the only policy the Educational Policy Committee found was a Columbian College resolution which addressed this matter, but that the Committee could not find any references to a policy governing the University. Professor Fox said he also seemed to recall a lengthy debate by the Senate on whether or not the time period should be designated as a "reading period." Professor Schiff said that there may well have been past discussions on this subject, but the main point was that there was nothing in the University Bulletin on the subject, and that this resolution asks each school to define its uses of the reading period and that such definitions be printed in the University Bulletin. Discussion followed by Professor McDonald and Provost Bright. The question was called, and Resolution 78/8 was adopted. [Resolution attached.]

4 Provost Bright asked if any member wished to introduce a resolution. No resolutions were introduced.

5 (a) Professor Wood, Chairman of the Executive Committee reported that the grievance of Dr. Senta S. Rogers had finally run its course and was completed. Provost Bright added that it was the opinion of University counsel that this matter required formal action by the Board of Trustees and, therefore, would be taken up with the Board.

Professor Wood, on behalf of Professor Cohn, Chairman of the Appointment, Salary and Promotion Policies Committee, asked for unanimous consent to move the nomination for election of Linda L. Gallo, Assistant Professor of Biochemistry, to the Appointment, Salary and Promotion Policies Committee as replacement for Professor Hammersberg, who resigned from the University. No objection was made. Professor Wood then moved the nomination of Professor Gallo for election to the Appointment, Salary and Promotion Policies Committee. Provost Bright asked if there were any nominations from the floor. No further nominations were made, and Professor Gallo was elected unanimously to this committee.

(b) Professor Park, on behalf of the Ad Hoc Committee on Retirement, said he would like to report to the Senate on the second phase of the Committee's work which deals with the question of what should be done about tenure and fringe benefits for employees over age 65. He said his report to the Senate last May concerned the first phase of the study, i.e., the question of whether faculty employees should be continued until age 70, and, if the Senate would recall, the Committee recommended to the President that faculty employees should be continued until age 70, effective January, 1979, even though the statute that was adopted by the Congress did not require that the University do so until 1982. A third phase, Professor Park said, will be undertaken by the Committee in the spring and will deal with the whole retirement process.

Professor Park said that the Committee's recommendations on the second phase was based upon the excellent reports of the following two subcommittees:

(1) Task Force on Tenure Policy composed of Professor Russell B. Stevenson, Law, Professor Joseph B. Levy, Chemistry, and Professor Joseph A. Greenberg, Education; and (2) Task Force on Fringe Benefits composed of Professor Richard A. Kenney, Physiology, Professor David B. Weaver, Law, and Professor Presson S. Shane, Engineering. In addition to these reports, Professor Park said, the Ad Hoc Committee, in formulating its recommendations on the second phase, also considered comments from the Appointment, Salary and Promotion Policies Committee and the Fiscal Planning and Budgeting Committee. Professor Park then reported on the second phase as follows:

The Ad Hoc Committee on Retirement recommends to the President that tenure be continued after age 65 until age 70. That's quite a direct and simple provision and avoids some questions as to the possibility of age discrimination were we to try to stop tenure at age 65. As to recommendations on salary and fringe benefits, the Committee recommends that there be no distinction made in salary matters and promotion between persons over age 65 and others, and believes that this is the requirement of the statute. The Committee would recommend that employees above age 65 be treated like those under 65 as to eligibility for pension contribution. The Committee did not follow the recommendation of its Task Force and does not recommend a cash alternative to the pension contribution.

5

The Task Force had recommended giving employees greater flexibility by giving them the option of a cash settlement in lieu of the University's contribution to their retirement funds. The Committee felt that this option would work inversely to the interest of the University because if persons at age 65 could elect to take a cash settlement, but persons under age 65 could not, the question of age discrimination could be raised. So, there is really no change in the University's policy except to clarify the position of employees over age 65. The Committee tried to avoid characterizing these recommendations as merely recommendations as to faculty interests because the fringe benefits package applies to all University employees, and one of the recommendations that the Committee has made to the Appointment, Salary and Promotion Policies Committee and to the Fiscal Planning and Budgeting Committee is that next year the University should undertake a general review of fringe benefits as to faculty and employees. Professor Weaver of the Law School has specifically recommended that we consider substituting for the present package of benefits what is called a "cafeteria" plan of benefits where the University declares the total amount of benefits available and the employee then elects among the various options. This is not within the jurisdiction of the Ad Hoc Committee on Retirement.

The Ad Hoc Committee on Retirement recommends that employees over 65 be eligible for participation in group life insurance. In this regard, the present proposals of the Department of Labor provide that there can be a reduction of up to 8% per year which is an attempt to discount the increased risk in the insured group of persons over age 65. The Committee recommends that the University make available to employees who wish to carry the full coverage the option of paying the premium difference in order to bring their insurance in the group policy up to full coverage for the period from age 65 to 70. Such premiums mount up very quickly because of the higher risks and it depends, not only on the University's decision, but upon the kind of contract that can be entered into with the insurance carrier to provide group life insurance for persons in that age bracket. Therefore, the Committee recommends that the University follow roughly the guidelines set by the Department of Labor pertaining to group life insurance for the period from age 65 to 70.

The Committee recommends to the President that health insurance should be continued with total coverage for those over 65 consistent with that provided other employees, with the note that some portions of that insurance coverage may be picked up by Medicare or Medicaid during the period of age 65 to 70. The Committee agreed that disability income should not be continued beyond the existing provisions which is to age 64-1/2. The reason the age of 64-1/2 is chosen is that if an employee is disabled at that age, the employee is entitled to 6 months' full salary from the University and at that point a determination must be made as to whether the employee is disabled. If the employee is disabled at 65 or older,

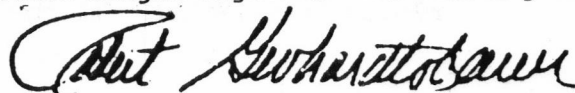
- 5 then he or she can begin to take retirement benefits rather than disability payments. The reasons for not continuing disability coverage through age 70 is because of the much higher risk of disability in that age period and the likelihood that employees would elect to draw disability payments while still receiving the continued contribution to retirement that would be available under the present disability plan of the University. The Committee's feeling was also that since the legislation recognizes that one may set a normal retirement age, as the University has elected to do (age 65), that disability after that age is not a concept of comparable meaning to the disability of younger employees. It is not yet known what regulations the Department of Labor will adopt governing disability insurance. Those do not become applicable to University faculty employees in any case until 1982, but the University will, of course, conform to the statutory requirement and, if that requirement provides for disability beyond age 64-1/2, the University will conform to that. All of these recommendations are subject to the regulations adopted by the Department of Labor pursuant to the Act that prevents age discrimination against employees.

Professor Park concluded his report by saying that all the recommendations made by the Ad Hoc Committee on Retirement would be reviewed as part of any general fringe benefits package review that might be on the table next year. He said he would be happy to respond to questions.

Professor Pierpont commented that with regard to disability insurance it was his understanding that the term "temporary disability" was used instead of "permanent disability" on the theory that the person could come back to work in the event the disability is relieved. Professor Park agreed. Provost Bright said that it seemed to him that if a person elected to take a cash settlement in lieu of the TIAA payments there would be substantial fiscal difficulty with that from the individual's point of view because he or she would have to pay income tax on it, thereby losing the tax shelter provision. Professor Park said that income tax would have to be paid; however, he said, the Task Force was of the opinion that by age 65 many people have provided for their retirement and were they to continue to work would not feel a need to continue to contribute to the retirement fund. He said the Ad Hoc Committee on Retirement thought, however, that this would discriminate substantially in favor of people over age 65 and was not, therefore, in the best interests of the University. Further discussion followed by Professor Pierpont, Provost Bright and Professor Park.

- 6 Under Brief Statements, Professor Chitwood, Co-Chairperson of the Joint Committee of Faculty and Students, advised the Senate that the Committee had met several times and at its meeting last week the Committee passed a resolution to support, in principle, student membership on the Board of Trustees. He said that the resolution made no reference to the voting or non-voting status of the student members. Professor Chitwood said that this was for information purposes only and that at a later time, if there were any questions, he would be glad to answer them.

- 7 Upon motion made and seconded, Provost Bright adjourned the meeting at 2:40 p.m.



Robert Gebhardtshauer  
Secretary

A RESOLUTION CONCERNING THE PERIOD BETWEEN THE END  
OF CLASSES AND THE BEGINNING OF EXAMINATIONS (78/8)

WHEREAS, The University Bulletin includes no information relating to the period of time between the end of classes and the beginning of the examination period; and

WHEREAS, There is considerable confusion among students as to the purposes for which this period is intended; therefore

BE IT HEREBY RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

1. That the period of time between the end of classes and the beginning of examinations be called the "reading period"; and
2. That each school and division of the University be asked to define its uses of the reading period; and
3. That such definitions be printed in the University Bulletin.

Educational Policy Committee  
November 2, 1978

Adopted December 8, 1978



THE GEORGE WASHINGTON UNIVERSITY  
Washington, D. C.

The Faculty Senate

November 29, 1978

The Faculty Senate will meet on Friday, December 8, 1978, at 2:10 p.m., in the Faculty Conference Room on the Sixth Floor of Lisner Hall.

AGENDA

1. Call to order
2. Minutes of the regular meeting of November 10, 1978
3. Resolutions:  

A RESOLUTION CONCERNING THE PERIOD BETWEEN THE END OF CLASSES AND THE BEGINNING OF EXAMINATIONS (78/8), Professor Stefan O. Schiff, Chairman, Educational Policy Committee (resolution attached)
4. Introduction of Resolutions
5. General Business:
  - (a) Report of Executive Committee, Professor Reuben E. Wood, Chairman
  - (b) Report of Fiscal Planning and Budgeting Committee, Professor Robert E. Park, Chairman
6. Brief Statements
7. Adjournment



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